

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E66
2.	Policy Name	Ards and North Down Borough Council safeguarding children, young people and adults who may be vulnerable policy
3.	Existing / Revised / New Policy	New
4.	Responsible Officer	Director of Organisational Development and Human Resources
5.	Description of policy to be screened	The Council is committed to protecting children, young people and adults who may be vulnerable from harm when they are engaged in services organised and provided by, or on behalf of, the Council.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	The purpose of this policy is to set out the duty to safeguard the welfare of children, young people and adults who may be vulnerable in the Council area while in our care, and how this will be implemented by the Council in the discharge of its duties.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories will benefit from the clarity the policy provides including all users and potential users of Council services and facilities, as well as employees and those on work experience below 18 years of age.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	<p>Legislation includes:</p> <ul style="list-style-type: none"> •Co-Operating to Safeguard Children (May 2003) •The Children (NI) Order 1995 •The UN Convention on the Rights of the Child 1991 •Safeguarding Vulnerable Groups (NI) Order 2007(as amended by the Protection of Freedoms Act 2012) <p>If this policy is not delivered across Council as intended its aim will be detracted from.</p>

8.	<p>The main stakeholders on which the policy will impact. For example, Employees, Potential Service Users and Community Groups</p> <p>Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate</p>	<p>The Council, ratepayers, elected members, employees, casual workers, volunteers, self-employed, hired persons, hirers/users of Community Halls or other Council facilities, users and potential users of all Council facilities and services, providers of Council services, those who work or live within the Borough and have contact, or may have contact with children, young people and adults who may be vulnerable.</p>
----	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

9.	Please provide details of other policies which have a bearing on this one.	
<p>E 09 Disciplinary Policy</p> <p>E 51 Learning, Training and Development Policy</p>	Owned by : Council	

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
Religious Belief	<p>Limited S75 information on activities provided and supported by Council including racial group, age, marital status, gender, disability and dependents.</p> <p>NISRA and NINIS Statistics for the Council area by Electoral Ward and comparative data for other Council areas within Northern Ireland.</p> <p>Profile of ethnic minority populations in Northern Ireland. Some facilities and activities are available for certain younger age groups and those with a learning disability. Limited Section 75 data is available on these.</p> <p>2011 report on The Prevalence of Disability and long term limiting illness amongst adults and children living in private households in Northern Ireland.</p> <p>Comments received from users about the services/facilities for those for whom they are responsible.</p>	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual orientation		
Men & Women generally		
Disability		
Dependents		

11.	Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?	
Religious Belief	<p>This policy ensures the safeguarding commitment is provided to each individual irrespective of their S75 dimensions. It includes age specific activities and behaviour where appropriate; facilities for carers and reasonable adjustments for those with a disability to ensure participation.</p>	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual orientation		
Men & Women generally		
Disability		
Dependents		

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	This policy is for all children, young people and adults who may be vulnerable and will not impact on any individual because of their Section 75 dimensions. Disability Discrimination legislation and positive action measures are considered within the policy for those with a disability and those with caring responsibilities	None
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		Minor
	Disability		
	Dependents		

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No. This policy positively promotes equality of opportunity for all to whom it applies.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	Positive actions are encouraged towards all those included in this policy.	
	Political Opinion		
	Racial Group		

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief	No	
	Political Opinion		
	Racial Group		

Additional Considerations

	Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
	Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons)	This policy will be delivered to all equitably and has positive actions within it to ensure that each child, young person or adult who may be vulnerable is dealt with as an individual with their own unique multiple identities.
	Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	The implementation of this policy will ensure that where any potential barriers such as language, access to facilities and/or services are identified these will be addressed in an appropriate and timely manner.

	<p>Does this proposed policy provide an opportunity to:</p> <ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	<p>Yes / No</p> <p>Yes</p>	<p>Explain your reasoning:</p> <p>Positive actions towards and inclusion of all children, young people and adults who may be vulnerable are encouraged within this policy.</p> <p>Adjustments will also be undertaken for those working with an individual who may require a reasonable adjustment to ensure they carry out their duties and responsibilities in a competent manner. Employees and anyone delivering the service on behalf of the Council will have a reasonable adjustment provided if required to ensure they can carry out their duties competently.</p>
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

	Outline what data you could collect in the future in order to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u>	Number of enquiries to Designated Officer and number of reported incidents with relevant Section 75 data for each incident if available.
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------

Consideration of Human Rights

The Human Rights Action 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential adverse impacts that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	<input type="checkbox"/>
Prohibition to torture, inhuman or degrading treatment	Article 3	<input type="checkbox"/>
Prohibition of slavery and forced labour	Article 4	<input type="checkbox"/>
Right to Liberty and Security	Article 5	<input type="checkbox"/>
Right to a Fair and Public Trial	Article 6	<input type="checkbox"/>
Right to no punishment without due legal process	Article 7	<input type="checkbox"/>
Right to respect for private and family life, home and correspondence	Article 8	<input type="checkbox"/>
Right to freedom of thought, conscience and religion	Article 9	<input type="checkbox"/>
Right to freedom of Expression	Article 10	<input type="checkbox"/>
Right to freedom of peaceful assembly and association	Article 11	<input type="checkbox"/>
Right to marry and found a family	Article 12	<input type="checkbox"/>
The prohibition on discrimination	Article 14	<input type="checkbox"/>
Protection of property and enjoyment of possessions	Protocol 1 Article 1	<input type="checkbox"/>
Right to education	Protocol 1 Article 2	<input type="checkbox"/>
Right to free and secret election	Protocol 1 Article 3	<input type="checkbox"/>

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	

I can confirm that the proposed policy / decision have been screened for:-

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

<input checked="" type="checkbox"/>	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Shirley Poxon
 Title: Policy Officer
 Date: 26 February 2016
 Signature:

Director/Head of Service decision approved by:

Name: Amanda Martin
 Title: Head of Administration
 Date: 26 February 2016
 Signature:

If an Equality Impact Assessment is required

Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
	Effect on equality of opportunity and good relations	
	Social need	
	Effect on people's daily lives	
	Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public Authorities?	
-----------------------------------------------------------------------------------------	--

	Monitoring Recommendation	
--	---------------------------	--

	Approval and Authorisation		
	Screened by :	Position/Job Title:	Date:
		Shirley Poxon Policy Officer	26 February 2016
	Approved by:	Amanda Martin Head of Administration	26 February 2016